

Performance and Resources Scrutiny Programme 2023/24

Report to: the Office of the Police, Fire and Crime Commissioner for Essex

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1.0 Purpose of Report

- 1.1 The report identifies the 2023/24 outturn position for Police Objective Analysis (POA). High level explanations for the main in-year variances to budget are provided for POA Level 1 (Section 1), which equally provide some of the explanation for the POA Level 2 variances (Appendix A).
- 1.2 The year-on-year outturn comparison have been included within the report (Section 2).
- 1.3 Probationers at the college are in non-established posts and their costs will appear within local policing. There are vacancies in local policing, but these are cancelled out by a significant number of non-established posts for probationers. The average numbers during financial year 2023/24, of non-established posts, are Probationers (PEQF) 66 FTEs, Probationers (Police Now) 12 FTEs, Probationer PCs 58 FTEs, Student Constables (Investigate First) 22 FTEs. The officer pay budgets are held against established posts and there are vacancies against established posts which are across all the operational policing POA lines. Due to there being a high number of probationers in non-established posts which are recorded within local policing, this will exaggerate the spend in this area.
- 1.4 Probationers included in Local Policing spent approximately 177,576 hours in training which equates to £3.714m in 2023/24.

2.0 Recommendations

- 2.1 To note the latest 2023/24 POA outturn position.

1. POA – Level 1 – 2023/24 Summary and Forecast Variance Analysis

Revenue Monitoring Report - Police Objective Analysis						
2023/24 Provisional Outturn						
Function	2023/24 Original Budget	Reclassifications and Virements	Current Budget	2023/24 Provisional Outturn	Forecast Variance Over/ (Under) Spend	
	£000	£000	£000	£000	£000	
Local Policing	84,606	(295)	84,311	88,667	4,356	<p>Forecast Variance Commentary</p> <p>Includes the impact from probationer intakes whereby vacancies are held in local policing to balance the non-established training establishment, offset by Home Office income in relation to the Police Office uplift. Central budgets predominately held against Administration Support (Support Functions) have now been reflected against the POA categories where actual expenditure is incurred as part of the provisional outturn process.</p> <p>Includes an average of 28 FTE Police Staff vacancies and 19 FTE Officer vacancies in Contact Management during 2023/24, partially offset by utilisation of Police Officer and Staff overtime to cover vacant posts.</p> <p>Includes deficit in estimated Magistrates Court Act Income, partially offset by an average of 17 FTE Police Staff vacancies during 2023/24.</p> <p>Includes an average of 23 FTE Police Staff vacancies and 12 FTE Officer vacancies in Roads Policing during 2023/24.</p> <p>Includes an average of 21 FTE Officer vacancies during 2023/24 (14 FTE Firearms Support Unit; 7 FTE Specialist Ops). Additional income received at provisional outturn in relation to Op Hazel of £0.7m.</p> <p>Includes an average of 24 FTE Police Staff and 16 FTE Officer vacancies during 2023/24, partially offset by forecast overspend against CSP data. Central budgets predominately held against Administration Support (Support Functions) have now been reflected against the POA categories where actual expenditure is incurred as part of the provisional outturn process.</p> <p>Includes an average of 8 FTE Police Staff vacancies and 35 FTE Officer vacancies during 2023/24 (Major Crime Unit, Serious Organised Crime Unit and Local Investigations). Includes Home Office funded Cyber Crime grant.</p> <p>Overspend includes saving slippage in the delivery of the Crime & Public Protection Assessment Centre (£0.343m) and Police Officer overtime overspend to cover demand and high officer vacancies in the first half of the financial year (£0.183m). Central budgets predominately held against Administration Support (Support Functions) have now been reflected against the POA categories where actual expenditure is incurred as part of the provisional outturn process.</p> <p>Includes an average of 20 Police Staff FTE vacancies during 2023/24. Includes PFCC funding for the provision of the Sexual Assault Referral Centre (SARC) previously recognised as part of Police, Fire and Crime Commissioner POA heading.</p> <p>Underspend resulting from the NPCC Science and Technology Strategy workstream being no longer required, which is partially offset by an overspend associated with ERSOU ROCU expenditure.</p>
Dealing with the Public	30,144	3,221	33,365	32,722	(644)	
Criminal Justice Arrangements	16,919	(336)	16,583	17,081	498	
Road Policing	10,404	(323)	10,081	9,774	(307)	
Operational Support	18,370	27	18,397	16,877	(1,520)	
Intelligence	13,680	(11)	13,668	13,323	(345)	
Investigations	33,826	(1,397)	32,429	30,989	(1,440)	
Public Protection	41,150	(1,296)	39,854	40,916	1,062	
Investigative Support	10,449	369	10,818	10,264	(554)	
National Policing	3,905	(127)	3,779	3,712	(67)	
Sub total	263,453	(169)	263,284	264,324	1,040	

Revenue Monitoring Report - Police Objective Analysis					
2023/24 Provisional Outturn					
Function	2023/24 Original Budget	Reclassifications and Virements	Current Budget	2023/24 Provisional Outturn	Forecast Variance Over/ (Under) Spend
	£000	£000	£000	£000	£000
Support Functions	93,747	1,594	95,340	91,890	(3,450)
Police, Fire & Crime Commissioner	6,785	(1,561)	5,223	5,126	(97)
Central Costs	3,136	1,445	4,581	3,791	(790)
Sub total	103,667	1,477	105,144	100,807	(4,337)
Net expenditure	367,120	1,308	368,428	365,131	(3,297)
Transfer to/(from) earmarked reserves	(288)	(1,308)	(1,596)	(1,496)	100
Transfer to/(from) general reserve	(3,145)	0	(3,145)	(72)	3,073
Budget Requirement	363,687	0	363,687	363,563	(124)
Sources of Finance	(363,687)	0	(363,687)	(363,563)	124
Grand Total	0	0	0	0	0

Forecast Variance Commentary
<p>One off reductions in Business Rates, IT BAU works and projects, Revenue Consequences underspends for the TSU Accommodation Project and CCTV Custody suite replacement project, and Airwave credits that are due for receipt. Central budgets predominately held against Administration Support (Support Functions) have now been reflected against the POA categories where actual expenditure is incurred as part of the provisional outturn process.</p> <p>Includes underspend on Police Staff pay and allowances due to vacancies and Council Tax Sharing Agreement underspend, partially offset by an increase in external audit fees.</p> <p>Forecast surplus due to additional investment income receivable and decrease in interest payable, partially offset by increase in Ill Health Pensions.</p>
<p>Appropriation to the Chief Constables Operational Carry Forward to increase from £0.650m to £0.750m, resulting from force underspend, as permitted within financial regulations.</p> <p>Reflects in-year forecast underspend of £3.073m.</p>
<p>Forecast deficit relating to an adjustment to core council tax funding from Thurrock Council as a result of the s114 notice and the resulting consequences.</p>

1: Forecast and Budget adjustments across all POA headings significantly impacted by 7% pay award.

2: Probationers included in Local Policing spent approximately 177,576 hours in training which equates to £3.714m in 2023/24.

2. POA – Level 1 – Outturn Variance Analysis 2023/24 vs 2022/23

<u>Revenue Monitoring Report - Police Objective Analysis</u>										
<u>2023/24 Provisional Outturn</u>										
Function	2023/24 Provisional Outturn	2022/23 Outturn	Outturn variance 2023/24 vs 2022/23							
	£000	£000	£000							
			Outturn variance - 2023/24 vs 2022/23							
			Officer FTE s							
			Staff FTE s							
			2023/24 2022/23 Variance							
			2023/24 2022/23 Variance							
Local Policing	88,667	89,336	(669)	As part of 2023/24 budget setting, 48 FTE Officer Growth returned to Local Policing from Public Protection, to reflect the content of the 2022/23 growth programme. In addition, the 2023/24 outturn includes additional costs in relation to Police Officer South East Allowance and pay award, offset by a year-on-year increase for Home Office PUP funding.	1,582	1,600	(18)	76	76	0
Dealing with the Public	32,722	27,716	5,006	The 2023/24 forecast includes the full year effect impact of 2022/23 investment in Contact Management resourcing as part of the Major Change Programme in force, as well as an increase to the Officer and Staff overtime budget.	113	113	0	515	514	1
Criminal Justice Arrangements	17,081	16,817	264	Includes inflationary increase to custody medical provision.	64	63	1	290	290	0
Road Policing	9,774	9,568	206	Reduction in vacancy levels for Police Officers and Police Staff in Roads Policing, resulting in an increase to the year on year outturn position.	155	156	(1)	87	83	5
Operational Support	16,877	18,920	(2,043)	The 2022/23 outturn included the impact of Op Hazel, of which the net expenditure to the Force was £1.5m. 2023/24 outturn includes additional income of £0.7m received in relation to Op Hazel.	300	294	6	23	23	0
Intelligence	13,323	12,970	353	Increased spend on Police staff as a result of the 7% pay award and higher spends on CSP Data.	128	125	3	127	125	2
Investigations	30,989	31,544	(555)	The 2023/24 forecast includes an increased Home Office grant agreement for Op Grip in comparison to 2022/23. In addition, there is a minor reclassification in Police Officer and Staff FTEs to other POA headings.	483	488	(5)	94	95	(1)
Public Protection	40,916	37,729	3,187	The 2023/24 forecast includes additional costs in relation to Police Officer South East Allowance and pay award. Additionally, increase to outturn relates to filling of vacancies, use of overtime to cover demand and high officer vacancies, and saving slippage in the delivery of the Crime & Public Protection Assessment Centre.	595	599	(3)	187	185	2
Investigative Support	10,264	9,383	881	The 2023/24 forecast includes additional costs in relation to Forensic Analysis expenditure connected to the new Digital Forensic Services structure. Additionally, increase to outturn relates to filling of vacancies.	2	2	0	143	143	0
National Policing	3,712	3,061	651	The 2023/24 forecast includes additional costs in relation to Police Officer South East Allowance and Officer pay award, and an increase to the Police Officer FTE establishment.	108	102	6	0	0	0
Sub total	264,324	257,043	7,281		3,530	3,542	(12)	1542	1533	9

Revenue Monitoring Report - Police Objective Analysis
2023/24 Provisional Outturn

Function	2023/24 Provisional Outturn	2022/23 Outturn	Outturn variance 2023/24 vs 2022/23	Officer FTE s			Staff FTE s		
	£000	£000	£000	2023/24	2022/23	Variance	2023/24	2022/23	Variance
Support Functions	91,890	86,040	5,851	225	213	12	860	836	24
Police, Fire & Crime Commissioner	5,126	4,502	624	0	0	0	26	16	10
Central Costs	3,791	7,587	(3,796)	0	0	0	0	0	0
Sub total	100,807	98,128	2,679	225	213	12	886	852	34
Net expenditure	365,131	355,171	9,960	3,755	3,755	0	2427	2384	43
Transfer to/(from) earmarked reserves	(1,496)	(1,606)	110						
Transfer to/(from) general reserve	(72)	(1,424)	1,352						
Budget Requirement	363,563	352,141	11,423						
Sources of Finance	(363,563)	(352,141)	(11,423)						
Grand Total	0	0	0						

Appendix A - Police Objective Analysis (POA) – Level 2

Revenue Monitoring Report - Police Objective Analysis format								
2023/24 Provisional Outturn								
	2023/24		2023/24	Forecast		2022/23	Outturn	
	Original	Reclassifications	Current	Provisional	Variance	Outturn	2023/24 vs	
	Budget	and Virements	Budget	Outturn	Over /	Outturn	2022/23	
	£000	£000	£000	£000	(Under)	£000	£000	£000
1a	Neighbourhood Policing	(413)	74,763	77,947	3,184	79,437	(1,490)	
1c	Specialist Community Liaison	183	5,863	6,685	822	6,184	501	
1d	Command Team & Support Overheads	(65)	3,684	4,035	350	3,715	320	
	Local Policing	(295)	84,311	88,667	4,356	89,336	(669)	
2a	Front Desk	25	1,271	1,271	0	1,233	38	
2b	Central Communications Unit	1,566	29,879	29,053	(826)	25,641	3,412	
2d	Command Team & Support Overheads	1,630	2,216	2,398	182	842	1,556	
	Dealing with the Public	3,221	33,365	32,722	(644)	27,716	5,006	
3a	Custody	103	9,760	10,219	459	9,381	837	
3b	Police Doctors, Nurses & Surgeons	(140)	1,659	1,772	114	1,882	(109)	
3e	Criminal Justice	(315)	3,488	3,417	(72)	3,878	(462)	
3f	Police National Computer	0	383	380	(2)	375	5	
3h	Coroner Assistance	0	0	0	0	0	0	
3j	Property Officers	18	766	794	27	737	56	
3k	Command Team & Support Overheads	(2)	527	499	(28)	563	(64)	
	Criminal Justice Arrangements	(336)	16,583	17,081	498	16,817	264	
4a	Traffic Units	(90)	10,184	10,075	(109)	9,926	149	
4c	Vehicle Recovery	5	(224)	(269)	(45)	(312)	43	
4d	Casualty Reduction Partnership	(221)	(127)	(194)	(66)	(182)	(11)	
4e	Command Team & Support Overheads	(18)	248	161	(87)	136	26	
	Road Policing	(323)	10,081	9,774	(307)	9,568	206	
5a	Command Team & Support Overheads	397	3,889	2,819	(1,070)	3,978	(1,159)	
5b	Air Operations	0	1,742	1,826	84	1,738	88	
5d	Specialist Terrain	(3)	370	379	9	380	(1)	
5e	Dogs Section	(6)	2,058	2,011	(47)	2,040	(29)	
5f	Advanced Public Order	154	4,601	4,528	(73)	5,395	(867)	
5g	Airports & Ports Policing	(102)	(1,034)	(1,184)	(150)	(951)	(233)	
5h	Firearms Unit	(171)	6,506	6,261	(245)	6,141	120	
5i	Civil Contingencies & Planning	(242)	264	237	(27)	200	37	
	Operational Support	27	18,397	16,877	(1,520)	18,920	(2,043)	
6a	Command Team & Support Overheads	(5)	336	317	(18)	284	34	
6b	Intelligence Analysis/Threat Assessments	101	5,822	6,039	217	5,470	569	
6c	Intelligence Gathering	(107)	7,511	6,967	(544)	7,216	(249)	
	Intelligence	(11)	13,668	13,323	(345)	12,970	353	
7a	Command Team & Support Overheads	(44)	1,563	1,516	(47)	1,713	(197)	
7b	Major Investigations Unit	18	7,155	6,874	(281)	7,030	(156)	
7c	Economic Crime	(6)	2,796	2,509	(286)	2,405	105	
7d	Specialist Investigation Units	0	46	67	21	65	2	
7e	Serious & Organised Crime Unit	(4)	9,097	8,364	(733)	8,158	206	
7g	Local Investigation	(1,360)	11,431	11,387	(44)	11,957	(570)	
7h	Cyber Crime	(2)	341	271	(70)	215	56	
	Investigations	(1,397)	32,429	30,989	(1,440)	31,544	(555)	
13a	Witness Protection (Adult and Child)	0	0	1	1	3	(3)	
13c	Protecting Vulnerable People (PVP)	(1,994)	33,882	35,274	1,391	32,563	2,711	
13d	Monitoring Dangerous and Repeat Offenc	692	4,226	3,704	(522)	3,617	87	
13e	Command Team & Support Overheads	6	1,746	1,938	192	1,547	391	
	Public Protection	(1,296)	39,854	40,916	1,062	37,729	3,187	
8a	Scenes of Crime Officers	110	3,111	3,227	116	2,965	262	
8b	External Forensic Costs	93	3,105	2,967	(137)	2,505	462	
8c	Fingerprint	41	980	838	(142)	964	(126)	
8d	Photographic Image Recovery	(62)	2,411	2,011	(399)	1,932	79	
8e	Other Forensic Costs	187	1,165	1,167	2	982	185	
8f	Command Team & Support Overheads	(0)	46	53	7	35	18	
	Investigative Support	369	10,818	10,264	(554)	9,383	881	

Revenue Monitoring Report - Police Objective Analysis format								
2023/24 Provisional Outturn								
		2023/24		2023/24	Forecast		Outturn	
		Original	Reclassifications	Current	Provisional	Variance	2022/23	movement
		Budget	and Virements	Budget	Outturn	Over /	Outturn	2023/24 vs
		£000	£000	£000	£000	(Under)	£000	2022/23
						£000		£000
9a	Secondments	(15)	(18)	(33)	(30)	3	(11)	(19)
9b	Counter Terrorism/Special Branch	3,215	(108)	3,107	3,244	137	2,671	573
9c	NPCC Projects / Initiatives	705	0	705	498	(207)	401	97
9e	Other National Policing Requirements	0	0	0	0	0	0	0
	National Policing	3,905	(127)	3,779	3,712	(67)	3,061	651
10a	Human Resources	5,567	118	5,685	5,439	(246)	5,334	106
10b	Finance	2,920	(82)	2,838	2,913	75	2,216	697
10c	Legal Services	1,265	373	1,638	1,615	(23)	1,219	396
10d	Fleet Services	7,160	87	7,247	6,859	(388)	7,419	(560)
10e	Estates	15,104	(222)	14,883	14,062	(821)	12,615	1,447
10f	Information Communication Technology	25,534	316	25,850	23,644	(2,207)	23,087	557
10g	Professional Standards	3,790	413	4,203	4,468	265	3,667	802
10h	Press & Media	2,099	189	2,288	2,201	(87)	2,015	187
10i	Performance Review/Corporate Developm	5,688	459	6,148	6,668	520	5,619	1,049
10j	Procurement	1,466	(208)	1,258	640	(618)	798	(158)
10k	Training	13,065	6	13,072	13,789	718	13,004	785
10l	Administration Support	5,935	91	6,026	4,418	(1,608)	4,124	294
10m	Force Command	2,333	10	2,343	2,814	471	2,334	480
10n	Support to Associations & Trade Unions	391	1	391	131	(260)	452	(321)
10o	Social Club Support & Force Band	(264)	15	(250)	(253)	(3)	(2)	(251)
10p	Insurance/Risk Management	1,693	27	1,720	2,481	761	2,139	342
	Support Functions	93,747	1,594	95,340	91,890	(3,450)	86,040	5,851
11d	PFCC - Cost of the Democratic Process	215	2	216	233	17	215	18
11e	PFCC - Office of the Police Crime Commi	1,631	(135)	1,497	1,577	80	1,409	167
11g	PFCC - Commissioned Services	3,783	(570)	3,213	3,023	(189)	3,311	(288)
11h	PFCC - Violence Reduction Units	1,156	(858)	298	293	(4)	(434)	727
	Police, Fire & Crime Commissioner	6,785	(1,561)	5,223	5,126	(97)	4,502	624
					0			
12a	Revenue Contribution to Capital	1,000	(1,000)	0	2	2	2	0
12b	Capital Financing	813	2,395	3,208	2,031	(1,177)	5,647	(3,616)
12c	Pensions & Exit Costs	1,323	50	1,373	1,759	386	1,938	(179)
	Central Costs	3,136	1,445	4,581	3,791	(790)	7,587	(3,796)
Reserves	Transfer to/(from) earmarked reserves	(288)	(1,308)	(1,596)	(1,496)	100	(1,606)	110
Gen Reserve	Transfer to/(from) general reserve	(3,145)	0	(3,145)	(72)	3,073	(1,424)	1,352
	Budget Requirement	363,687	0	363,687	363,563	(124)	352,141	11,422
NA - SOURCES OF FINANCE	Sources of Finance	(363,687)	0	(363,687)	(363,563)	124	(352,141)	(11,423)
	Grand Total	0	0	0	0	0	0	0